

2-20-2013

FS Agenda Packet 2013-02-20

Northern Illinois University

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FACULTY SENATE AGENDA
Wednesday, February 20, 2013, 3 p.m.
Holmes Student Center Sky Room

I. CALL TO ORDER

II. ADOPTION OF AGENDA

III. APPROVAL OF THE [MINUTES](#) OF THE JANUARY 23, 2013 FS MEETING
(distributed electronically)

IV. PRESIDENT’S ANNOUNCEMENTS

- A. Open Access Publishing and NIU Institutional Repository – Patrick Dawson, Dean, University Libraries

V. ITEMS FOR FACULTY SENATE CONSIDERATION

- A. The Bob Lane Faculty Advocacy [Award](#) – Page 4

VI. CONSENT AGENDA

VII. REPORTS FROM ADVISORY COMMITTEES

- A. FAC to IBHE – Sonya Armstrong – report – walk-in
- B. Student Association – Delonte LeFlore, President, and James Zanayed, Speaker – report
- C. BOT Academic Affairs, Student Affairs and Personnel Committee – Kerry Freedman and Andy Small – no report
- D. BOT Finance, Facilities and Operations Committee – Alan Rosenbaum and Greg Waas – no report
- E. BOT Legislation, Audit, and External Affairs Committee – Todd Latham and Rosita Lopez – no report
- F. BOT – Alan Rosenbaum – no report

VIII. REPORTS FROM STANDING COMMITTEES

- A. Faculty Rights and Responsibilities – Brad Cripe, Chair – no report
- B. Academic Affairs – Charles Cappell, Chair – no report
- C. Economic Status of the Profession – Debra Zahay-Blatz, Chair – no report
- D. Rules and Governance – Ibrahim Abdel-Motaleb, Chair – no report
- E. Resources, Space and Budgets – Jim Wilson, Liaison/Spokesperson
 - 1. [Report](#) – Pages 5-7
 - 2. Proposed [Statement](#) of Budget Priorities – Pages 8-9
- F. Elections and Legislative Oversight – Therese Arado, Chair
 - 1. Nomination for Executive Secretary of University Council/
President of Faculty Senate – See [list](#) of University Council
members eligible for election – Page 10

Letters of acceptance are due in the University Council office by noon Friday, March 15, 2013, and will be included in the March 27 FS agenda packets. Election will take place at the April 24 FS meeting.

- 2. Nomination for FAC to IBHE representative – 4-year term
See [excerpt](#) from NIU Bylaws, Article 16 – Page 11

Letters of self-nomination are due in the University Council office by noon Friday, March 15, 2013 and will be included in the March 27 FS agenda packets. Election will take place at the March 27 FS meeting.

IX. UNFINISHED BUSINESS

X. NEW BUSINESS

XI. COMMENTS AND QUESTIONS FROM THE FLOOR

XII. INFORMATION ITEMS

- A. [Minutes](#), Academic Planning Council
- B. [Minutes](#), Admissions Policies and Academic Standards Committee
- C. [Minutes](#), Athletic Board
- D. [Minutes](#), Campus Security and Environmental Quality Committee
- E. [Minutes](#), Committee on Advanced Professional Certification in Education
- F. [Minutes](#), Committee on the Improvement of Undergraduate Education

- G. [Minutes](#), Committee on Initial Teacher Certification
- H. [Minutes](#), Committee on the Undergraduate Academic Experience
- I. [Minutes](#), Committee on the Undergraduate Curriculum
- J. [Minutes](#), General Education Committee
- K. [Minutes](#), Graduate Council
- L. [Minutes](#), Honors Committee
- M. [Minutes](#), Operating Staff Council
- N. [Minutes](#), Supportive Professional Staff Council
- O. [Minutes](#), Undergraduate Coordinating Council
- P. [Minutes](#), University Assessment Panel
- Q. [Minutes](#), University Benefits Committee

XIII. ADJOURNMENT

EXECUTIVE:	02/13/13
STEERING:	
FACULTY SENATE:	02/20/13
UNIVERSITY COUNCIL:	
REFER TO:	

Bob Lane Faculty Advocacy Award

Last year, the Faculty Senate voted to change the name of the Bob Lane Eternal Vigilance Award to the Bob Lane Faculty Advocacy Award. The name change reflected the fact that we wanted to recognize a faculty member for special service to the faculty that did not necessarily involve being “a thorn in the administration’s side,” although that could still be grounds for a nomination.

We also voted to change the procedures for selecting the award recipient. Under the new procedures, we are asking for nomination letters that identify the reasons why the nominee should receive the award. Those letters will be included in the agenda packet for the February meeting and the Faculty Senate will vote on the recipient.

We also have commemorated the award with a permanent plaque that is on display in the Holmes Student Center and includes the names of all recipients regardless of what the award was named when they received it. Last year’s recipient was Charles Cappell.

Bob Lane Award Recipients

Dave Ripley – 1995-1996

Ken Bowden – 1996-1997

Lorys Oddi – 1997-1998

Sherman Stanage – 1998-1999

Herbert Rubin – 1999-2000

Robert Suchner – 2000-2001

James King – 2001-2002

David Wagner – 2002-2003

Elizabeth Miller – 2003-2004

Joseph “Buck” Stephen – 2004-2005

Rosemary Feurer – 2009-2010

Charles Cappell – 2011-2012

Committee on Resources, Space, and Budgets

Meeting With The President and The Provost

Wednesday, January 23rd, 2013

14:00 - 15:00

HSC University Suite

1. How are the funds generated from the Orange Bowl to be distributed?
 - a. President Peters explained how the funds from the Orange Bowl would be distributed. The monies go to the MAC and the conference has agreed to cover NIU's expenses. The President outlined some of these expenses including a requirement to purchase 17,500 tickets, \$.5M for hotels in Miami and the costs to send students and university personnel to the game. Any residual will be shared equally among the MAC teams and any monies coming to NIU will go to Athletics.
2. Update on how the \$160M dollars from the True North campaign was/is being spent.
 - a. Mike Malone provided a breakdown of the monies from the True North campaign. He explained the nature of each funding source and the amount in each distribution area. He noted the difference between an expendable fund (money can be spent as it comes in) and an endowed fund (money goes into a fund and is invested and the interest income provides money that can be spent without invading the principal).
 - In a follow up communication Mike Malone reported that Faculty gifts accounted for 2% of the \$163.4m raised.
 - In the final year of True North we focused on the "Family Campaign" a special push to attract gifts from faculty staff with an emphasis on participation rather than dollar totals. That mini-campaign raised \$339,377 from 1,086 donors, for a participation rate of 25%.
 - There was a question about where the dollars given by faculty and staff went. Each individual could designate a gift to go to any existing fund...I have attached a breakdown of which type of fund donors selected. In this attached report, please note we are talking about administrative units at NIU, so when you see "Alumni" we are only talking about gifts from staff in the Alumni Office.
 - b. Mike Malone stated the university needs to bring in about \$14M per year to provide a base for successful funding raising efforts.
3. Status on staffing levels for civil service, SPS, and faculty?
 - a. Steve Cunningham provided an overview on current staffing levels and reported that over the last 3 years 30% of the work force has left. Of this total, 60% left for mid-career moves with the remainder taking retirement even though 60% of the workforce is eligible to retire.

- b. The turnover has led to a record number of searches to maintain capacity. The Provost voiced concerns about being able to remain competitive with salaries in the face of high turnover and the pension and budget uncertainty in Illinois.
 - c. Steve Cunningham reported that the university has seen salary increments that have averaged 8.5% between 2011 and 2012.
 - d. There was some discussion about the rehiring of retirees and the recent changes to the rules on rehiring retirees (double-dipping) that will require a close watch. It was noted that rehiring retirees could not be done at the speed of loss.
 - e. The President commented that a 4.6% cut was under discussion from the State. Given this, any increments in the near future would be unlikely. In addition, such a cut would necessitate a close look at any position request. Given current tuition levels, there is a feeling that we are at the highest price point.
 - f. Given the possibility of further cuts and tuition raises capped out it becomes even more critical to explore new revenue sources, cost efficiencies, and ways to increase productivity.
4. After the Blue Ribbon committee (Provost Alden) completed its work what changes, if any, have been implemented.
- a. The Provost reported that the workload document was in effect and was a consensus document. The policy needs to be used to determine workload assignments and provides a method of accountability.
 - b. The policy gives flexibility to academic units to tailor workload to meet individual college and department needs by seeking approval for a college/department specific plan. To date, no college/department has presented a specific policy.
5. What is the current position on enrollment numbers?
- a. The President indicated that it is too early to tell where we are in terms of enrollments. He reiterated earlier reports that Freshman applications are robust. The Orange Bowl seems to have given a boost to applications.
 - b. As enrollment predictions are part of the basis for fiscal planning, enrollments need to be stable and meet targets or the possibility of cuts looms.
 - c. The President indicated he was pleased with the personnel involved in recruitment and the work they were doing. He said there is a vibrant enrollment management committee that meets biweekly and that the university is in a better position to aggressively pursue raising enrollments as it ever has been. He acknowledged that the market is tough in general and that NIU has some particular challenges related to the cost of tuition, the levels of fees, and the perception the public holds of NIU.
 - d. Another challenge the university needs to address is articulation of credit for transfer students. NIU has a reputation of being difficult in that it doesn't clarify upfront what courses will articulate. The President has called for a study on this issue.
6. How are facilities upgrades progressing: Chessick Practice Center, Gilbert Hall, other capital projects?
- a. Eddie Williams reported that all the new facilities were on target in terms of budget and completion date.

- b. Dr. Williams reiterated the importance of these projects for enrollment and retention, academic improvements, and the need for enhancement and essential maintenance.
 - c. Dr. Williams also reported on plans for the renovation of the Stevens Building and the conversion of the old HSC computer lab into a café and the modernization of Grant D.
 - d. A question was raised about a conference center on campus. HSC provides some capacity but a bigger facility would face viability challenges related to needed occupancy rates.
7. What is our financial status and what is the outlook?
- a. The State has now paid all the monies it owed for FY12. However, for FY13 only one payment has been received and the Fall MAP funds. The State still owes \$81m for FY13.
 - b. State rules limit where funds can be invested and the principal needs to be protected. With the State paying what it owes late, there are limited monies to be invested as what monies are available are needed to cover operating costs.
8. Is there a new budget in the works/presently being used for Late Night Ride?
- a. There has been no change to the late night ride budget.

Committee on Resources, Space and Budgets Statement of Budget Priorities – Spring 2013

In its advisory role, CRSB has prepared the following statement of budget priorities.

Resources

- Fund allocation needs to be prioritized to safeguard the teaching mission of the university, including those programs and services directly related to student learning and welfare.
- To stay competitive and be at the forefront of developments nationally, NIU needs to establish a coherent policy on course articulations and the approval of prior experiential learning.
- On line education has continued to grow and is an important revenue stream NIU needs to tap. We encourage the NIU Administration to continue to develop this resource through RFPs with on line development vendors and establishing funding allocation models to incentivize faculty to develop on line programs.
- Enrollment is critical to NIU's long-term sustainability. We encourage the NIU Administration to work with individual departments and programs to provide the resources (funds and expertise) to effectively market NIU's programs and to open new student markets.
- While changes to employee pension and insurance programs are largely occurring outside the control of NIU Administration, we request that we continue to be informed of discussions and negotiations being made at the state level. Maintaining adequate pension and insurance benefits is essential to retaining current faculty and staff as well as recruiting highly qualified candidates in the future.

Space

- We are concerned about the long-term consequences of the need to defer maintenance due to budgetary constraints. The steady increase in the need to defer maintenance of campus infrastructure and resources is undermining the university's core education, research, and community service missions.
- The committee acknowledges the challenges imposed by the State's fiscal crisis, but encourages the NIU Administration to continue to seek innovative ways such as through public-private partnerships to fund new facilities across campus to keep NIU competitive with other public universities.

Budget

- It is clear that the State fiscal crisis is not going to end anytime soon or past levels of funding will be restored. It is essential that NIU finds additional sources of revenue and the committee recommends that a working group be formed to identify new and additional sources, to determine what support structures are needed to pursue these sources, and educate and incentivize the NIU community to seek such streams.

- With performance based funding on its way and the changing nature of higher education, the committee believes NIU needs to critically examine its current funding allocation model to ensure funds are transparently allocated to areas of highest priority.
- The cost of a university degree has been highlighted as a growing concern for students and their families. The committee encourages the NIU Administration to explore alternative pricing methods for a degree in terms of the tuition costs and fees with regards to individual programs and university set support fees.
- NIU's faculty, staff, and student employees are central to the operation and success of the university. Therefore, meeting the university payroll must continue to receive the highest priority.
- The committee encourages the NIU Administration to continue to explore efficiencies and cost savings in university operations and governance processes. Such costs savings need to be explored from both a fiscal and time perspective recognizing the impact of reduced staffing in some areas due to budgetary constraints.

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**Faculty Eligible to Serve as
Executive Secretary, University Council/
President, Faculty Senate
2013-14**

*Chih-Chen Lee, Business
 Elisa Fredericks, Business
 Charles Downing, Business
 David Walker, Education
 Rosita Lopez, Education
 Paul Carpenter, Education
 Mary Beth Henning, Education
 *M Cecil Smith, Education
 Abhijit Gupta, Engineering & Engineering Technology
 Greg Long, Health & Human Sciences
 Donna Munroe, Health & Human Sciences
 Donna Plonczynski, Health & Human Sciences
 Kathleen Coles, Law
 Melissa Lenczewski, Liberal Arts & Sciences
 Sean Farrell, Liberal Arts & Sciences
 *Brad Sagarin, Liberal Arts & Sciences
 Michael Kolb, Liberal Arts & Sciences
 Tomis Kapitan, Liberal Arts & Sciences
 Alan Rosenbaum, Liberal Arts & Sciences
 Khan Mohabbat, Liberal Arts & Sciences
 Rosemary Feurer, Liberal Arts & Sciences
 Kendall Thu, Liberal Arts & Sciences
 *Virginia Naples, Liberal Arts & Sciences
 Leanne VandeCreek, University Libraries
 Peter Middleton, Visual & Performing Arts
 Jeff Kowalski, Visual & Performing Arts
 Charlotte Rollman, Visual & Performing Arts

**** If re-elected to University Council.
 An updated list per the results of the UC elections will be a
 walk-in item at the February 20, 2013 Faculty Senate meeting.***

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Bylaws of Northern Illinois University

ARTICLE 16:

OTHER STANDING COMMITTEES OF THE UNIVERSITY

16.5 Faculty Representative to the Illinois Board of Higher Education

16.5.1 The Faculty Senate shall elect a tenured faculty member to serve on the Faculty Advisory Council to the Illinois Board of Higher Education. The person so elected shall serve a four-year, renewable term beginning at the start of the fall semester. The person shall receive annual compensation equal to one month of the median salary of all tenured faculty. If not otherwise a member, the person shall serve as an ex officio nonvoting member of the Faculty Senate and the University Council.